



Process for: Application, Onboarding, and Deputation

This is a basic guideline for the application, onboarding, and deputation process. As with any guideline, we will work with individuals regarding their peculiarities as needed.

The final gateway into the organization is our Board of Directors, and they have reserved the right to meet with all applicants in person. This typically takes place during training in July or possibly in January.

The standard JOURNEYS training path for a BMW missionary is five modules:* EXPLORE, ONBOARD, EQUIP, DEPLOY and ENGAGE, with the 1st four modules requiring pre-work and a week of on-site training. ENGAGE will be completed during your first year on the field and will be moderated by your Area Leader (AL).

It is best to reserve at least 60 days to complete the initial application process, and all should be complete at least 30 days before planning to meet the board.

The process of deputation, or support raising, varies based on many circumstances. Our team will work with you to set proper expectations based on your specific circumstances. Twenty-four months from the time of board approval to departure to the field is a reasonable baseline to begin with.

Let's get started!

1. Preliminary information received (Application Coordinator)
2. Pre-interview information requested and received (Application Coordinator)
3. Initial Phone Call (Chief Mobilization Officer - CMO)
4. Pastoral Interview (CMO)
5. Invitation to Application Portal (Application Coordinator)
 - If married, both spouses are expected to complete the application packet.
6. Ministry Readiness Assessments/Care Base Line (CMO/Care Team)
7. Theological Preparedness Assessment (VP of Education)
8. Applicant Interview (CMO)
9. Invitation to **EXPLORE (Training Module 1)/ONBOARD (Training Module 2)** (Mobilization)
 - If married, both spouses are expected to attend training and complete all online pre-work.

10. Approval for Membership (Board)
 - o Interviewed by the Personnel Committee of the BMW Board of Directors
11. HR Onboarding (Multiple)
12. Support Schedule Finalized (Multiple)
 - o Process begins as part of pre-work for the ONBOARD training
 - o Signed off by the missionary
13. Invitation to **EQUIP (Training Module 3)/DEPLOY (Training Module 4)** (Mobilization)
 - o As recommended by the CMO
 - Appointee must have greater than 50% of his/her financial support to qualify for EQUIP and a clear pathway to depart within 9 months
 - Appointee must have greater than 75% of his/her financial support to qualify for DEPLOY and a clear pathway to depart within 6 months.
14. Final Deployment preparations made (Multiple)

*** There is a cost for each training module, which is paid for by the Applicant/Appointee.**